

Warren County Board of Supervisors

RESOLUTION NO. 326 OF 2015

Resolution introduced by Supervisors Taylor, Kenny, Sokol, Merlino, Dickinson, Girard, Vanselow, Wood and Simpson

AMENDING RESOLUTION NO. 785 OF 2012 AUTHORIZING PUBLIC EMPLOYMENT AGREEMENT EFFECTIVE JANUARY 1, 2012 THROUGH DECEMBER 31, 2016 AND AMENDING RESOLUTION NO. 54 OF 2013 AMENDING RESOLUTION NO. 308 OF 1996 AFFIRMING, RESTATING AND AMENDING PERSONNEL POLICIES FOR EMPLOYEES OUTSIDE THE BARGAINING UNIT

WHEREAS, Resolution No. 785 of 2012 authorized a Public Employment Agreement which established the terms and conditions of employment and compensation of employees of the Warren County chapter of the Civil Service Employees Association, Inc. (“CSEA”) for a term to commence January 1, 2012 and to terminate December 31, 2016 (“Collective Bargaining Agreement”), and

WHEREAS, with respect to vacation leave accruals for full-time and part-time employees who commence employment with the County on or after December 21, 2012, the Collective Bargaining Agreement provides that such employees “shall accrue leave from the date of hire at the rate of three (3) hours per payroll period plus one (1) additional hour upon completion of six (6) months employment”, and

WHEREAS, Resolution No. 54 of 2013 amended Resolution No. 308 of 1996 and addresses among other matters, the calculation of vacation accruals for new full-time and part-time non-union employees who commenced employment with Warren County on or after January 18, 2013, and more specifically provides “All new full-time and part-time employees commencing work for the County on or after the adoption of this resolution shall accrue leave from the date of hire at the rate of three (3) hours per payroll period plus one (1) additional hour upon completion of six (6) months employment”, and

WHEREAS, the County Administrator has advised that the current process for calculating vacation accruals in three (3) hour increments earned each pay period plus one (1) additional hour being accrued every six (6) months for full-time and part-time CSEA employees and full-time and part-time non-bargaining unit employees of the status described in the preambles of this resolution requires the Human

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Resources Department to make manual entries to adjust the time earned which is an inefficient and time consuming process, and

WHEREAS, modifying the methodology for calculating vacation accruals for full-time and part-time CSEA employees and full-time and part-time non-bargaining unit employees of the status described in the preambles of this resolution to allot these employees a 3.08 hour vacation accrual each pay period will achieve the same annual accrual, but can be accomplished and implemented without the need for the Human Resources Department to make manual entries, now therefore, be it

RESOLVED, that Resolution Nos. 785 of 2012 and 54 of 2013 are hereby amended to reflect a change in the methodology for calculating vacation accruals for full-time and part-time CSEA employees hired after December 21, 2012 and for full-time and part-time non-bargaining unit employees hired after January 18, 2013 to allot employees a 3.08 hour vacation accrual each pay period, and be it further

RESOLVED, that the Chairman of the Warren County Board of Supervisors is authorized to execute a side/letter agreement with CSEA to incorporate the changes to the Collective Bargaining Agreement above, and be it further

RESOLVED, that other than the above amendments to Resolution Nos. 785 of 2012 and 54 of 2013, Resolution Nos. 785 of 2012 and 54 of 2013, shall remain as is and in full force and effect.